



Drugs and Substance Misuse Policy

Approved by: Lisa Robertson

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Introduction

At New You Hair Academy, we are committed to fostering a secure, healthy, and supportive environment for our students, staff, and visitors. This policy addresses issues related to drugs, substance misuse, and vaping on our premises and during Academy-related activities, reinforcing our firm stance that the use, possession or supply of drugs and vaping products is not permitted.

Statutory Framework

This policy operates in accordance with:

- Keeping Children Safe in Education (2025)
- DfE "Searching, Screening and Confiscation" guidance
- The Misuse of Drugs Act 1971
- The Psychoactive Substances Act 2016
- The Education and Inspections Act 2006

This policy should be read in conjunction with the Behaviour Policy and Safeguarding & Child Protection Policy.

Aims and Objectives

Our policy on drugs, substance misuse, and vaping is designed to:

- Maintain a drug- and vape-free educational environment.
- Safeguard the health and well-being of students, staff, and visitors.
- Educate students about the risks and consequences of substance misuse and vaping.
- Provide a structured, supportive response to related incidents.

Scope

This policy applies to all students, staff, parents, visitors, and contractors on Academy premises or during Academy-related activities off-site.

Definitions

- **Drugs/Substance Misuse:** Includes illegal drugs, prescription medication misuse, alcohol, solvents, or any substances that can impair behaviour.
- **Vaping:** The use of electronic cigarettes (e-cigarettes) or similar devices that produce vapor for inhalation.
- **Vape Products:** Includes e-cigarettes, vape pens, vape pods, and related paraphernalia.

Policy Statement

Prohibition of Drugs, Substance Misuse, and Vaping

The following are strictly prohibited:

1. The use, possession, or supply of drugs or substances on Academy premises.
2. Vaping on all Academy premises, including classrooms, toilets, and outdoor areas.
3. The presence of vape products, drugs, or paraphernalia during Academy-related activities, including trips and placements.

Handling Situations Involving Drugs and Vaping

Preventive Measures

- Incorporate anti-drug and anti-vaping education into the PSHE curriculum.
- Promote awareness of health risks, addiction, and legal implications through regular sessions for students and parents.

Identification and Reporting

- Any incident involving drugs or substance misuse will be treated as a safeguarding concern. The DSL will assess whether the matter meets threshold for referral to Children's Social Care or external agencies.
- Information will be shared with external agencies where necessary to safeguard the child or other

Confiscation and Storage

- Confiscated vape products, drugs, or paraphernalia will be securely stored.
- Parents/carers will be notified and may collect confiscated items within 20 school days; otherwise, they will be safely disposed of.
- Illegal substances will not be returned to parents and will be handed to police. Vape devices may be returned to parents at the discretion of the Strategic Lead.

Search and Seizure

- Searches will be conducted in line with DfE "Searching, Screening and Confiscation" guidance. Searches will be proportionate, based on reasonable grounds, and carried out by authorised staff members. Where illegal substances are suspected, police will be contacted without delay.
- Staff will only use reasonable force in accordance with the Behaviour Policy and DfE guidance where necessary and proportionate.

Students Suspected of Being Under the Influence

Where a student is suspected to be under the influence of drugs or alcohol:

- Immediate supervision will be provided.
- A medical assessment will be sought if required.
- Parents/carers will be contacted.
- The DSL will complete a safeguarding assessment.
- The incident will be recorded on CPOMS.

Parental Notification and Disciplinary Action

Incident Type	First Offense	Second Offense	Third Offense
Drugs/Substance Misuse	Parental meeting, access to support services.	behaviour plan; possible external agency referral.	Disciplinary measures, including exclusion.
Vaping	Educational discussion and written warning.	Meeting with parents; individual behaviour plan.	Further disciplinary action; potential exclusion.

The academy reserves the right to escalate responses immediately where there is evidence of supply, intent to supply, or risk to others.

Support and Guidance

- Students involved in incidents will have access to external resources, such as smoking cessation programs, mental health providers, and counseling.
- Staff will receive training on recognising and addressing drug- and vaping-related issues.
- Where drug involvement may indicate criminal exploitation, the DSL will consider referral to appropriate safeguarding agencies and seek multi-agency support.

Education and Awareness

1. **Student Education:** Anti-drug and vaping education will be delivered through PSHE lessons.
2. **Parental Engagement:** Parents will be informed about risks and ways to reinforce the Academy's expectations.
3. **Staff Training:** All staff will undergo regular training to handle incidents and promote health awareness.

Monitoring, Evaluation, and Review

- Regular reviews will ensure this policy remains effective and aligned with statutory requirements. Feedback from staff, students, and parents will be sought to improve its implementation.

Links to External Support Services

We will collaborate with external agencies such as health providers, police, and local authorities to ensure comprehensive support for students and families dealing with drug- or vape-related challenges.

Appendix A:

